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ABSTRACT

This bulletin provides information on the teacher education reciprocity policies of every state and the District of Columbia. None of the reciprocity agreements provide automatic certification; one must apply through each state's formal application procedure. The reciprocity ordinarily refers to the basic or initial teaching certificate. The states and their respective reciprocity policies are listed alphabetically. (JD)

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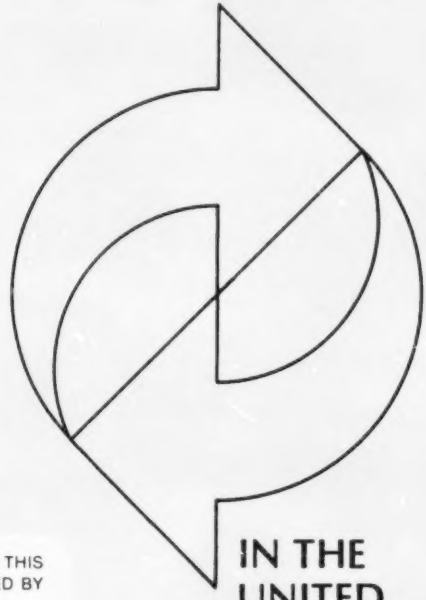
# STATE TEACHER CERTIFICATION RECIPROCITY POLICIES IN THE UNITED STATES



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The State Certification RECIPROCITY POLICIES in the U.S. is available to all paid members of ASCUS. One copy is complimentary to ASCUS members with additional copies at $3.00 each. Single copy for non-members is $5.00 (Payable to ASCUS, Box 4411, Madison, WI 53711).

FOREWORD

In the fall of 1969, the then Educational Placement Office at the University of Massachusetts, Amherst, conducted a national survey of State Departments of Education which resulted in the January 1970 printing of a resource guide covering reciprocity policies for the certification of educational personnel throughout the United States.

The publication concluded with a proposal which both endorsed and advocated support for the Interstate Certification Project. The enthusiasm expressed for the project was obviously shared by many others, for at this time, graduates of approved programs under what has become the Interstate Certification Compact are now enjoying benefits of its coverage. At the same time, its acceptance on a legal basis has caused diminished reliance on some previously honored "gentlemen's agreements/compacts."

For this reason and because of continued interest in its availability, updating surveys have been conducted and subsequent printings made available. This 1979-80 edition includes an additional twenty-five states which have further revised their statements. This number, added to the twenty-eight changes listed in the 1976 survey, would seem to indicate that this past decade has provided substantial activity among almost all states in the area of teacher certification and reciprocity considerations. Although this guide addresses the subject of reciprocity and not the requirements for certification, it might be worth noting that some states are revising their specific requirements for the state licensing of educational personnel. Examples of somewhat current rather comprehensive individual state treatments of the subject can be found in the certification documents of Louisiana, New Hampshire, and Oregon. It is probably safe to assume, given the activity reflected in this most recent survey, that substantive changes will be occurring in the future among other states. Massachusetts, for instance, has published its latest certification requirements, which will take effect in September of 1980, and when compared to its current requirements will move its position from among the "least" demanding of the states to among the "most" demanding. Other changes noted have been those covering the personnel responsible for certification in the State Department of Education, as well as, in some cases, the reorganization of the responsible department members.

I wish to here express my appreciation to Debbie Tetreault and Julie White, of the University of Massachusetts Placement Service Staff, for their drafting assistance during the updating process, and to the Association of School, College and University Staffing (ASCUS) for the printing and distribution of the finished document. A thank you is also extended to those whose positive comments have accompanied their requests for copies, and who have indicated their desire to have the publication continued.

Robert C. White
Editor

For further information concerning the Interstate Certification Compact, write to: Helen Hartle, Project Coordinator, Interstate Certification Compact, the New York State Education Department, Albany, NY 12224.

## I. EXPLANATIONS

### A. GENERAL INFORMATION

It is gratifying to be able to report that every state and the District of Columbia responded to the request to be included in this updated edition. The responses were received between May and August of 1979, and therefore are accurate as of that time period.

None of the reciprocity agreements provide automatic certification; one must apply through each state's formal application procedure. The reciprocity ordinarily refers to the basic or initial teaching certificate. Seldom does the reciprocity apply to specialist, supervisory, or administrative certification. The Educational Testing Service (ETS) reports that the following states use the National Teacher Examination (NTE) scores for certification and related purposes in the awarding of regular certificates: Louisiana, Mississippi, North Carolina, South Carolina, and West Virginia.

Fees charged to process applications, often referred to as an evaluation fee, vary greatly among the different states. A few still have not instituted a charge with others charging up to $20.00 for a single area endorsement. Like certification requirements, new fee schedules are being reported and thus candidates should be prepared to seek out the most recent fee before submitting their applications as processing will not be instituted until the proper fee has been received.

Some states do require that out-of-state candidates obtain the promise of a position in that state before they will process an application for certification. A list of such states may be found in "A Manual on Certification Requirements for School Personnel in the United States," Table 8, page 68. (Available from NEA Order Department, The Academic Building, Saw Mill Road, West Haven, CT 06516.)

There are six Regional Accrediting Associations which professionally accredit institutions of higher education including those with teacher training programs:

Middle States Association of College and Secondary Schools
North Central Association of Colleges and Secondary Schools
New England Association of Colleges and Secondary Schools
Northwest Association of Secondary and Higher Schools
Southern Association of Colleges and Schools
Western Association of Schools and Colleges

### B. INTERSTATE CERTIFICATION PROJECT

As of July 1978, the Interstate Certification Project (ICP) has developed into an effort by over 68% of the states, some territories and the District of Columbia to maximize the interstate mobility of qualified educational personnel through an interstate certification agreement. Conceived in 1966, the Project enacted its first agreement in 1968 with contracts among Maryland, Massachusetts, California and New York. Today, 36 states, the District of Columbia and the Panama Canal Zone have enacted the legislation necessary for membership in the Interstate Certification Project Agreement. All member states agree to prepare educational personnel via approved programs requiring onsite reviews and have the option of becoming parties to three separate contracts -- one for classroom teachers, one for administrative/support personnel, and one for vocational education personnel. The contracts provide for comparable initial regular certification of individuals among member states regardless of requirements unique to a given state's regulations or laws.

MEMBERSHIP OF INTERSTATE CERTIFICATION PROJECT

| JURISDICTION \ CONTRACT | CLASSROOM TEACHER | ADMIN-SUPPORT PERSONNEL | VOCATIONAL TEACHER | LEGISLATION ENACTED |
|---|---|---|---|---|
| ALABAMA | ▭ | ▭ | | ✓ |
| ALASKA | ▷ | ▷ | ▷ | ✓ |
| CALIFORNIA | ○ | | | ✓ |
| CONNECTICUT | ○ | ○ | ○ | ✓ |
| DELAWARE | ○ | ○ | | ✓ |
| FLORIDA | ○ | | | ✓ |
| HAWAII | ○ | | | ✓ |
| IDAHO | ○ | ○ | | ✓ |
| INDIANA | ▷ | | | ✓ |
| IOWA | | | | ✓ |
| KENTUCKY | ○ | | | ✓ |
| MAINE | ○ | | | ✓ |
| MARYLAND | ○ | | | ✓ |
| MASSACHUSETTS | ○ | ○ | ○ | ✓ |
| MICHIGAN | ▭ | ▭ | | ✓ |
| MINNESOTA | | | | ✓ |
| MONTANA | | | | ✓ |
| NEBRASKA | ○ | | | ✓ |
| NEW HAMPSHIRE | ○ | ○ | ○ | ✓ |
| NEW JERSEY | ○ | | | ✓ |
| NEW YORK | ○ | ○ | ○ | ✓ |
| NORTH CAROLINA | ○ | ○ | ○ | ✓ |
| OHIO | ○ | ○ | ○ | ✓ |
| OKLAHOMA | ○ | | | ✓ |
| OREGON | | | | ✓ |
| PENNSYLVANIA | ○ | | | ✓ |
| RHODE ISLAND | ○ | ○ | ○ | ✓ |
| SOUTH CAROLINA | | | | ✓ |
| SOUTH DAKOTA | ○ | ○ | | ✓ |
| UTAH | ○ | ○ | ○ | ✓ |
| VERMONT | ○ | ○ | ○ | ✓ |
| VIRGINIA | ○ | | | ✓ |
| WASHINGTON | ○ | | ○ | ✓ |
| WEST VIRGINIA | ○ | | | ✓ |
| WISCONSIN | ○ | | | ✓ |
| DIST. OF COLUMBIA | ▭ | | | ✓ |
| PANAMA CANAL | ▭ | | | ✓ |
| OVERSEAS DEPENDENTS SCHOOLS | | | | ✓ |
| TOTAL | 32 | 15 | 11 | 38 |

KEY
▭ Contract Signatures in Process
▷ Participation Limited to Certain States
○ Full Participation

C. NATIONAL COUNCIL OF ACCREDITATION OF TEACHER EDUCATION

There are 23 states which indicated that they grant either full or partial reciprocity privileges in the certification of teachers who are graduates of NCATE accredited institutions. They are:

| | |
|---|---|
| Alabama | Mississippi |
| Alaska | Missouri |
| Arkansas | New Mexico |
| Delaware | North Carolina |
| Florida | Rhode Island |
| Georgia | South Carolina |
| Indiana | South Dakota |
| Iowa | Tennessee |
| Kentucky | Utah |
| Maine | Wyoming |
| Maryland | District of Columbia |
| Massachusetts | |

D. NORTHEASTERN STATES' ELEMENTARY RECIPROCITY AGREEMENT (10 STATES) (NSERA)

A plan was adopted in 1957 whereby graduates of elementary teacher preparation programs in the New England states, New Jersey, New Yor, Pennsylvania and Delaware were granted an Elementary Certificate, provided that:

1. The candidate held at least a Bachelor's degree
2. The program was approved by the State Department of Education in the state in which the institution was located.
3. The institution was accredited by a regional or national accrediting agency. Under this plan, it was not required that the candidate have had teaching experience other than successful student teaching.

Only one state (Delaware) responded that at this time it still honors the former agreement.

E. NATIONAL ASSOCIATION OF STATE DIRECTORS OF TEACHER EDUCATION AND CERTIFICATION (NASDTEC)

NASDTEC has developed and adopted standards for state approval of teacher education. A committee of the Association determines the eligibility of a state to participate under the standards. Several states have been declared eligible and the states involved have agreed on a voluntary basis to a reciprocity plan for initial certification.

The following states indicated that they grant reciprocity based on NASDTEC - Circular 351.

| | |
|---|---|
| Alabama | New Jersey |
| Alaska | New Mexico |
| Delaware | North Dakota |
| Georgia | South Carolina |
| Maryland | South Dakota |
| Massachusetts | Utah |
| Nebraska | Virginia |

F. The following states indicated that an institutional recommendation is also necessary for out-of-state candidates for certification:

| | |
|---|---|
| Arkansas | Oklahoma |
| Colorado | Oregon |
| Delaware | Pennsylvania |
| Georgia | Tennessee |
| Nebraska | Wisconsin |
| North Dakota | |

G. The formal application for certification must be filed in each state; the fee, if applicable, paid, etc., in order for a certificate to be issued by any given state. ICC approved programs, however, remove the necessity for transcript reevaluation each subsequent time.

H. Many changes in certification requirements appear to be in process nationally. Applicants are therefore urged to request a copy of the "current" specific requirements for their certification area(s) from each applicable state office of certification at the time they request an application form.

## II. ALPHABETICAL LISTING OF STATES AND THEIR RESPECTIVE RECIPROCITY POLICIES

ALABAMA - Graduates of out-of-state institutions are referred to an Alabama institution for an equivalency evaluation of their credits based on that institution's state-approved program, unless the applicant meets the requirements for certification through one of the reciprocity systems in which Alabama participates. Reciprocity in the issuance of certificates is available to graduates of programs approved by the National Council for Accreditation of Teacher Education (NCATE) and in accordance with the standards of the National Association of State Directors of Teacher Education and Certification (NASDTEC). In addition, contracts have been signed with many states for the issuance of certificates under the terms of the Interstate Certification Project (ICC).

On July 12, 1977, the State Board of Education passed a resolution adopting the program-approval concept as the only approach to certification. This resolution was made effective upon adoption and states that no new evaluations shall be made by the Certification Office of the State Department of Education.

Note: New standards for teacher education and certification were recently adopted by the State Board of Education. The new bulletin is to be published in the near future.

ALASKA - Alaska has certificate reciprocity for those meeting conditions set forth in reciprocity contracts with Utah, Washington, and the Panama Canal Zone, all valid until September 30, 1979; accepts completion of state, NASDTEC, or NCATE approved teacher training programs at institutions of higher education accredited by the appropriate regional accrediting agency. Institutional recommendation is required.

ARIZONA - Does not have reciprocity with any other state or group of states. Certificates secured in other states are not transferable to Arizona. All certificates issued in Arizona must be based on the academic preparation of the applicant and not on certification held from any other state. Arizona does not issue certificates based on the completion of an NCATE program.

ARKANSAS - An applicant who has completed a teacher training program in another state and who holds or is eligible to hold a valid teaching certificate based on such certification, may receive an Arkansas standard teaching certificate if one of the requirements listed below is met:

1. The applicant shall have completed a teacher education program in an institution accredited by the National Council for the Accreditation of Teacher Education (NCATE), at the time of graduation, and be recommended by the certifying officer of the college to be certified in his/her major area(s) of preparation.
2. The applicant shall have completed a teacher education program approved by a State Department of Education on the basis of standards specified in Standards for State Approval of Teacher Education (Revised) or equivalent standards, and be recommended by the college certifying officer for his/her major area(s) of certification.

3. The applicant shall have completed a teacher preparation program approved by the state agency for the certification of teachers and show proof of one year of successful teaching experience during the last three years in the field of certification in a school accredited by the state accrediting agency. These requirements must be comparable to those of the State of Arkansas.
4. Applicants who, after having received the initial certificate in the field of concentration, return to the state agency responsible for the issuance of teacher's certificates for an additional endorsement or certification area must meet comparable requirements to those of the State of Arkansas. They must also have a teacher's certificate in the area requested, be recommended in that area by the state agency, and show proof of one year of successful teaching experience in the field of certification during the last three years.

If the applicant has taught in the last six years, he/she will be eligible to receive an Arkansas standard teaching certificate, provided one of the above conditions is met. If the applicant has not taught during the last six years, completion of six hours of prescribed work will be required.

CALIFORNIA - Reciprocity with those states who are members of ICC. Also, California will issue regular teaching credentials valid for at least one year to teachers who completed a program of preparation approved by the state certification agency of the state in which the program is offered. The exception to this would be a teacher who completed an approved program of preparation in a non-reciprocity state, with a degree major in education. This person would not qualify for a one-year teaching credential, unless he/she also had completed two years of appropriate teaching experience.

COLORADO - Does not have reciprocity. Recognizes programs from institutions provided:

1. Graduation from a fully-accredited, degree-granting, approved teacher education institution and when specific requirements are included, i.e., reading, school law, school finance, mainstreaming the mildly and moderately handicapped, etc.
2. Satisfactory completion of that institution's approved teacher education program, as evidenced by an institutional recommendation.

CONNECTICUT - Reciprocity with those states who are members of ICC.

DELAWARE - Certification through reciprocity, various agreements between states, and approved programs:

1. National Council for Accreditation of Teacher Education (NCATE). A graduate of a teacher education program that is on the approved list of the NCATE who graduated after the college was NCATE accredited and who is fully recommended by the college will be certified automatically. (Exception: Chief School Officers, see requirements).
2. Northeast Compact States (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont).
   A. A graduate of a program in Elementary Education in any one of the above Northeast Compact States who graduated after June 1, 1955 is eligible for standard certification in Delaware provided the program is approved by the State Department of Education in the state in which the institution

is located and the institution is accredited by the regional or national accrediting agency and the applicant is recommended for teaching by the college.

B. An applicant for a secondary classroom certificate with a Bachelor's degree who holds a valid initial regular certificate for classroom teaching from any one of the Northeast Compact States will be issued a Delaware Limited Standard certificate for the same area. A standard certificate may be issued after three years of successful performance.

3. NASDTEC Certification Reciprocity System
A graduate of a teacher-education program approved by a State Department of Education on the basis of the standards as specified in the Standards for State Approval of Teacher Education (revision of USOE Circular #51) and who is fully recommended by the college will be certified automatically for the major teaching area.

4. Interstate Agreement on Qualifications of Educational Personnel

A. Classroom Teacher

1. An applicant with a Bachelor's degree (earned since 1964) in teacher education whose program is on the list of approved programs for the Interstate Agreement will be automatically certified in his or her major area if he or she is fully recommended by the college.

2. An applicant with a Bachelor's degree who holds a valid initial regular certificate from one of the states in the Interstate Agreement and who has at least 27 months of successful experience within the immediate past seven years with at least 18 months under the certificate is eligible for a Delaware certificate in the same area. (A copy of the certificate and verification of experience is required.)

B. All other Certificated Educational Personnel (Except Chief School Officers and Assistant Superintendents)
An applicant from one of the states in the Interstate Agreement who has at least a Bachelor's degree and who holds a valid initial regular certificate from the state and who has a minimum of twenty-seven months of successful performance of professional school services under the certificate is eligible for a Delaware certificate in the same area if he or she has attained the same level of education required by Delaware. (A copy of the certificate and verification of experience is required.)

5. Certificated Education Personnel from Other States (Except Chief School Officers)

A. An applicant with a Bachelor's degree who is fully certified in another state and who has a minimum of three years of satisfactory experience within the immediate past ten years in the specific area covered by that certificate will be certified in that area if he meets the total number of credits required by Delaware in professional education and the specific field, but not necessarily the specific courses required and has attained the same level of education required by Delaware.

B. An applicant for a Delaware certificate which requires a base (or basic) certificate may use a valid initial regular certificate from another state for that base certificate provided it is of the level and area required.

DISTRICT OF COLUMBIA - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE and/or ICC.

FLORIDA - Does not have reciprocity with states based on state certificates but does recognize individual institutions and their programs if they belong to NCATE and such application is made within 4 years of graduation. Also has reciprocity with those states who are members of ICC. (Twenty-five states listed as of 8/20/73; excluded from the list on "I-B." are the states of Idaho, Iowa, Minnesota, Nebraska, and South Carolina.) An applicant's eligibility for certification, according to the interstate agreement, will be determined after the application for a Florida teaching certificate is complete. This agreement applies only to persons whose primary function is to provide instruction to students at the kindergarten, elementary or secondary school level, and only to "initial regular certificates."

GEORGIA - Georgia does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs, if those institutional programs are NCATE-approved. Basically, if the applicant receives an NCATE recommendation in his or her major field of concentration and is within ten quarter hours of Georgia certification requirements, he or she will receive a Georgia certification. If a prior certification is necessary, e.g., a professional four-year (T-4) certificate must be established before a professional five-year (T-5) certificate can be issued, the NCATE recommendation will not be recognized unless this prior certification has been established.

Georgia does issue audiology fifth-year and speech, language and pathology fifth-year certificates on the basis of the applicant holding a valid certificate of clinical competency from ASHA as outlined on pages nine and ten of IC-95.

HAWAII - Limited reciprocity based on a state-approved four or five-year program of teacher education (with degrees) from accredited colleges and universities throughout the United States. "Accredited" means an institution which is recognized by state departments of education or by nationally recognized accrediting associations. Limited reciprocity is also granted to those possessing valid teaching certificates from another state with certification requirements essentially comparable to those of Hawaii.

IDAHO - A certificate issued by another state and currently valid may be endorsed for use in Idaho for the period of its validity, not in excess of five years, providing the certificate to be endorsed has been issued for teaching the same field in which the holder will teach in Idaho. No endorsement of a certificate from another state may be granted when a person is eligible to receive an Idaho certificate.

1. An applicant must have attended an accredited institution of higher education approved by the Idaho State Board of Education.
2. Sufficient credits must have been earned by applicants to satisfy the minimum requirements in total credits for issuing an Idaho certificate.

3. An endorsed certificate will be valid only for the grade levels and subject area approved for the certificate in the state from which it was issued.
4. A certificate will be endorsed for the period of time for which it is valid, but not to exceed five years, at which time a person must qualify for an Idaho certificate. Also has reciprocity with those states who are members of ICC.

ILLINOIS - Illinois has no reciprocity agreements with other states. However, individuals may be issued a two-year provisional certificate subject to deficiencies for a standard certificate, provided they have a Bachelor's degree from an institution approved for teacher education and hold a standard certificate from another state which is of the same type sought in Illinois. Upon removal of the deficiencies the individual could then qualify for a standard certificate.

INDIANA - Interstate Compact Agreements have been signed with Kentucky, Ohio, Wisconsin, Vermont, Florida, Idaho, Michigan and Utah. Indiana does have informal reciprocal agreements with all of the other states for granting a teaching license when the student teaching requirement in professional education has been met. The School Services areas and Administrative licenses require prerequisites which must be met before recognizing an out-of-state license. Indiana recognizes NCATE accreditation in the major areas only.

IOWA - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they are state approved or accredited by NCATE.

KANSAS - No reciprocity with other states.

KENTUCKY - Reciprocity with those states who are members of ICC. Also a person who is qualified for a certificate in another state based on a four-year curriculum completed in a college accredited by NCATE or by the State Department of Education may be issued a comparable certificate in Kentucky, provided that the decision relative to additional work to be taken to satisfy deficiencies shall be left to the discretion of the Division of Teacher Education and Certification.

Kentucky law now requires that anyone applying for certification more than ten years after graduation must first complete a Master's degree or planned fifth-year program.

LOUISIANA - Will issue a type "C" certificate for elementary and secondary classroom teachers if the teacher has completed as a minimum a Baccalaureate degree program in teacher education accredited by the state in which the teacher education institution is located and has been issued a regular certificate in that state and submits the appropriate required score on the National Teachers Exam.

NTE

| Area Examination | Required Composite Scores |
|---|---|
| Agriculture | 1078 |
| Art Education | NA |
| Biology & General Science | 1154 |

NTE (cont.)

| Area Examination | Required Composite Scores |
|---|---|
| Business Education | 1178 |
| Chemistry, Physics, & General Science | 1114 |
| Early Childhood Education | 1100 |
| Education in the Elementary School | 1131 |
| Education of the Mentally Retarded | 1140 |
| English Language & Literature | 1052 |
| French | 1108 |
| German | 1091 |
| Home Economics Education | 1101 |
| Industrial Arts Education | NA |
| Mathematics | 1202 |
| Media Specialist | 1148 |
| Music Education | 1120 |
| Physical Education | 1135 |
| Social Studies | 1149 |
| Spanish | 1124 |
| Speech Communication & Theatre | 1126 |
| Commons | 534 |

MAINE - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE. Also has reciprocity with those states who are members of ICC.

MARYLAND - Reciprocity with those states who are members of ICC. Also grants certification based on institutional programs meeting NASDTEC standards per revised list of Approved Programs. Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE.

MASSACHUSETTS - Reciprocity with those states who are members of ICC. Also grants certification based on institutional programs meeting NASDTEC standards per revised list of Approved Programs. Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE.

MICHIGAN - Does not have reciprocity with states based on state certificates. In 1976 the Michigan State Board of Education approved on a continuing basis a program whereby applicants from any state can qualify for a Michigan certificate if they meet the following criteria:

1. Have completed a teacher education program.
2. Have a Bachelor's degree.
3. Have a valid teaching certificate from another state.
4. Michigan is also a member of ICC.

MINNESOTA - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they are comparable to Minnesota programs.

MISSISSIPPI - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE.

MISSOURI - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE.

MONTANA - In most cases, applicants who hold current valid certificates in other states find they qualify for certification in Montana. In cases where requirements are not met, Class 5 (Provisional) certification is usually (although not always) possible during the term of which the requirements can be met.

NEBRASKA - Reciprocity with those states with whom we contract under the Interstate Certification Project. Also grants certificates based on an institution's approved programs based on NASDTEC standards. Does not have reciprocity with those states based on state certificates.

Rule 21-(45) - The reciprocity issuance requirements for the Standard Teaching Certificate are:

A. A statement signed by an authorized official of a State Department of Education or Public Instruction, which certifies that the applicant holds a valid teaching certificate currently in force within that state, the requirements for which are comparable and equivalent to the requirements set forth in Rule 21-(44).

B. A verified statement which shows that the applicant has completed within the immediate past five years one year of successful experience within the life and scope of the certificate or six hours of approved college credit within three years of the date of application.

Rule 21-(49) - Reciprocity issuance requirements for the Professional Teaching Certificate are:

A. A statement signed by an authorized official of a State Department of Education or Public Instruction, which certifies that the applicant holds a valid teaching certificate currently in force within that state, the requirements for which are comparable and equivalent to the requirements set forth in Rule 21-(48) (a) and (b).

B. A verified statement which shows that the applicant has completed within the immediate past five years one year of successful experience within the life and scope of the certificate.

Rule 21-(19) - The reciprocity issuance requirements for the Standard Administrative and Supervisory Certificate are:

A. A statement, signed by an authorized official of a State Department of Education or Public Instruction, which certifies that the applicant holds a valid Standard Administrative and Supervisory Certificate currently in force within the state, the requirements for which were comparable and equivalent to the requirements in Rule (18) (a) and (b), and

B. A verified statement which shows that the applicant has completed within the immediate past five years either one year of successful experience within the life and scope of the certificate, or six semester hours of approved college credit, or the equivalent within three years of the date of application.

NEVADA - No reciprocity with other states.

NEW HAMPSHIRE - Has reciprocity with those states who are members of ICC. Candidates for certification who have gained the competencies, skills and knowledge through means other than Alternative 1: Approved Programs in New Hampshire or Alternative 2: States Other than New Hampshire, may request teaching, administrative or education specialist certification on the basis of demonstrated competencies and equivalent experiences in Alternative 3 as follows:

A detailed description of the candidate's background should be submitted, with three to five references from persons who can attest to the candidate's demonstrated competence in the area for which certification is being sought.

In addition, candidates under Alternative 3 will be reviewed by a Board of Examiners who will base their recommendations for certification on all or some of the following: preliminary materials presented; results of written examinations; personal interviews; on-site observations.

The Board of Examiners will be selected by the Office of Teacher Education and Professional Standards and will be comprised of three members: two in the area of the candidate's specialization, and one from the Office of Teacher Education and Professional Standards. The Board will present a written recommendation for certification to the Office of Teacher Education and Professional Standards.

Any costs incurred for examinations, test scoring, purchase of materials, proctors, etc., will be borne by the applicant.

NOTE: Persons from states not party to the Interstate Certification Compact (Alternative 2: States Other Than New Hampshire) who have successfully completed an approved program in those states may apply for certification on the basis of the equivalency of the training and experience comparable to New Hampshire program approval standards and requirements. Such applications will be handled on an individual basis. The New Hampshire State Department of Education reserves the right to determine whether such persons should follow the process described above.

NEW JERSEY - Does not have reciprocity with states based on state certificates. Grants certification based on institutional programs meeting NASDTEC Standards per revised list of Approved Programs. New Jersey has reciprocity with those states who are members of ICC. This does not apply to administrative or educational services certificates.

NEW MEXICO - The New Mexico State Department of Education does not have reciprocity with states based on state certification. It does recognize individual institutions and their programs if they belong to NCATE. It also recognizes state-accepted institutions that are under the approved program.

NEW YORK - Reciprocity with those states who are members of ICC.

NORTH CAROLINA - Programs of teacher education in out-of-state institutions are recognized to the extent that they are equivalent to North Carolina's standards and guidelines. The state recognizes four teacher education and certification reciprocity approaches as outlined below.

1. RECIPROCITY BASED ON ACCREDITATION BY THE NATIONAL COUNCIL FOR ACCREDITATION OF TEACHER EDUCATION (NCATE)
   A graduate of an institution outside of North Carolina accredited by NCATE at the time of graduation is eligible for a North Carolina certificate.

2. RECIPROCITY BASED ON INTERSTATE AGREEMENTS

A plan has been developed whereby states with similar standards for teachers have contracted to issue certificates on a reciprocity basis. North Carolina now has a reciprocal contract with 28 states as follows:

| | | | |
|---|---|---|---|
| Alabama | Maine | Ohio | Washington |
| California | Maryland | Oklahoma | West Virginia |
| Connecticut | Massachusetts | Pennsylvania | Wisconsin |
| Delaware | Michigan | Rhode Island | District of Columbia |
| Florida | Nebraska | South Dakota | |
| Hawaii | New Hampshire | Utah | |
| Idaho | New Jersey | Vermont | |
| Kentucky | New York | Virginia | |

3. RECIPROCITY BASED ON APPROVAL BY NASDTEC

The National Association of State Directors of Teacher Education and Certification (NASDTEC) has developed and adopted standards for state approval of teacher education. The following states are included in this reciprocity plan for initial certification:

| | | | |
|---|---|---|---|
| Colorado | Maryland | Oklahoma | Virginia |
| Delaware | Minnesota | Pennsylvania | Washington |
| Georgia | Nebraska | South Carolina | West Virginia |
| Indiana | New Jersey | South Dakota | Wisconsin |
| Kansas | New Mexico | Utah | |
| Kentucky | North Carolina | Vermont | |

NOTE: It should be observed that some states appear under both the Interstate Agreement arrangement and the NASDTEC plan. This has no significance other than that they qualify under both plans.

4. RECIPROCITY BASED ON PROGRAMS NOT ACCREDITED BY NCATE OR APPROVED THROUGH THE INTERSTATE AGREEMENT OR THE NASDTEC PLAN

Records of applicants prepared by out-of-state institutions that are accredited by their State Board of Education or a regional accrediting agency but not by NCATE or recognized through any other reciprocity procedure will be issued a Provisional Class A Certificate provided the following conditions have been met:

A. The applicant shall be a graduate of an accredited senior college.
B. Reciprocal relations shall be concerned only with certification of classroom teachers at the Bachelor's degree level.
C. The reciprocity certificate shall be restricted to the areas and levels in which the applicant holds, or is qualified to hold, an out-of-state certificate.
D. The reciprocity certificate (Provisional) shall be valid for one year. After the completion of a year of successful teaching experience in North Carolina, the provisional limitation will be removed.
E. The reciprocity certificate shall be subject to the renewal requirements of North Carolina.
F. The applicant must hold, or be qualified to hold, the highest grade current certificate in the state in which the teacher education program at the Bachelor's degree level was completed.

NORTH DAKOTA - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they are approved under NCATE OR NASDTEC standards. State and regionally or nationally accredited approved programs are accepted if they have been verified for completion by the college. Some transcript review is done for meeting North Dakota minimal requirements for candidates without approved programs.

OHIO - An applicant for certification in Ohio whose preparation for teaching has been completed in a college or university in another state may be certified in Ohio provided:

1. The college or university in which the training was completed is currently approved for teacher education by its own state department of education, and
2. The pattern of training is substantially equivalent to the Ohio requirements.

Ohio will issue certificates in accordance with the terms of the valid contract from states with whom Ohio has established reciprocal agreements (i.e., currently ICC).

OKLAHOMA - Issues comparable (Provisional, three-year) certificates to out-of-state applicants upon recommendation of colleges and universities which are accredited by state and/or regional accrediting agencies. The applicant must have completed eight hours of work within the past five years or furnish official evidence of three years teaching experience within the past five years.

OREGON - Does not have reciprocity with states based on state certificates, but does recognize individual regionally accredited institutions and their programs if they meet Oregon's minimal requirements as determined by the Teacher Standards and Practices Commission.

PENNSYLVANIA - No automatic reciprocity for graduates of NCATE programs. Selective reciprocity for graduates of state-approved programs only in states which are members of ICC. (Official transcripts and a U.S. Postal Money Order for $15.00 must accompany the Pennsylvania application form DEHE 280A.)

RHODE ISLAND - Reciprocity with those states who are members of ICC. Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE. This policy applies only to the applicants who have graduated from the regularly approved teacher education program that is specifically approved by the National Council for the Accreditation of Teacher Education. Furthermore, at present, the policy applies only to the certification of teachers, and not to school service personnel, such as principals, supervisors, superintendents and others.

SOUTH CAROLINA - Does not have reciprocity with other states based on state certificates but does recognize individual institutions and their programs if they are accredited by NCATE or if the programs are approved in accordance with NASDTEC standards. Candididates must have a passing score on the National Teacher Examinations as determined by the State Board of Education.

SOUTH DAKOTA - Reciprocity with members of ICC, NASDTEC and NCATE. Also accepts applications from graduates of programs approved by the State Educational Agency in the state where institution and program are located. Six semester hours of resident credit must be earned within the five-year period immediately preceding application for all applicants. We anticipate that the new ICC contract will allow us to require recency of credits; if not, we will honor ICC requirements. Applicants with Master's degree have a ten-year period to make application.

TENNESSEE - Tennessee has no signed formal agreements for reciprocity with any other state.

Graduates of colleges and universities outside of Tennessee which at the time of the applicant's graduation were fully approved by the State Department of Education of the state in which the teacher education institution is located and/or by the National Council for Accreditation of Teacher Education are eligible for a Teacher's Professional Certificate provided:

1. The applicant is recommended by his preparing institution;
2. The recommendation for certification is supported by an official transcript supplied by the institution;
3. The applicant is seeking certification in an area or level of teaching for which this state has provision for certification. This policy applies only to applicants who have graduated from the regularly approved teacher education program that is specifically approved by the state where located and/or NCATE and relates to the certification of teachers.

There are no provisions for granting endorsements in administration (principal, supervisor, superintendent, etc.) by applying through an out-of-state institution. After an applicant has received certification in Tennessee for teaching in the regular classroom, an evaluation for additional endorsements may be made upon written request from the applicant to the Division of Teacher Education and Certification.

Credits from institutions located in other states may be accepted for certification in Tennessee on the same basis as the credits are accepted for certification by the state in which the institution is located.

TEXAS - The Texas Education Code, Section 13.042, authorizes the Texas Education Agency to issue Texas Teacher Certificates in reciprocity with certificates issued by all other states provided that the out-of-state credentials meet the following criteria:

1. Standard teacher certification issued by the state;
2. Valid at the time of presentation to the Texas Education Agency;
3. Certification based upon at least a Bachelor's degree, and completion of a recognized accrediting agency as an approved teacher training institution;
4. Certification based upon a teacher education program equivalent to Texas's teacher education program for the corresponding certification; and
5. Certification in an area which is certifiable in Texas.

Professional certification and certificate endorsements are not issued on the basis of reciprocity; therefore, applicants from other states are required to meet all Texas requirements.

UTAH - An appropriate Utah certificate will be issued to a graduate of a four-year teacher preparation program which was, at the time of the applicant's graduation, state approved on the basis of standards contained in Standards for State Approval of Teacher Education (Revised), or equivalent standards, at an institution which was accredited by (1) the National Council of Accreditation of Teacher Education (NCATE), or (2) one of the six major regional accrediting associations. Utah is also a member of the Interstate Reciprocity Compact and has contracted with a number of states for the mutual acceptance of certificates issued by the other states. Information as to the states which are a party to this agreement is available from the Division of Curriculum and Instruction Services.

VERMONT - Has signed reciprocity contracts with all those states that have signed the Interstate Certification Compact. Honors and accepts all professional certificates from all states (except where Vermont certification requires advanced degree, as in guidance or speech and hearing). It recommends for certification in other states those who are currently holding a valid teaching certificate in Vermont and those who have graduated from teacher education programs that have been approved by the state since 1967.

VIRGINIA - Reciprocity with those states who are members of ICC. Also grants certification based on institutional programs meeting NASDTEC Standards per revised list of Approved Programs.

WASHINGTON - Reciprocity with those states who are members of ICC. An initial elementary, secondary, or elementary/secondary certificate is valud for four years. Three years of successful teaching, demonstration of competency in generic standards, and forty-five quarter hours of post graduate study are standards for issuance of the continuing certificate. These requirements are to be completed during the seven-year period a teacher may hold initial certification.

WEST VIRGINIA - Reciprocity with those states who are members of ICC. Present State Board regulations are to the effect that a graduate of a teacher training program at an out-of-state institution approved for training teachers can be certified in West Virginia, provided the program completed is the substantial equivalent of that required for graduates of institutions within the state.

WISCONSIN - Reciprocity with those states who are members of ICC. Graduates of regionally or nationally accredited programs, recommended for certification by the preparing institution, usually have no trouble if there are deficiencies such as legislative requirements, one year licenses are issued, thus providing time for one to make up the deficiencies.

WYOMING - Does not have reciprocity with states based on state certificates, but does recognize individual institutions and their programs if they belong to NCATE. Also recognizes teacher preparation programs approved by the North Central Association of Colleges and Secondary Schools.

## III. STATE CERTIFICATION OFFICES WHICH RESPONDED TO THE QUESTIONNAIRE

Appreciation is extended to the certification official in the Department of Education in each state whose cooperative response has made this resource guide possible.

ALABAMA
Martha N. Hester, Teacher
Certification Officer
State of Alabama Department
of Education
State Office Building
Montgomery, AL 36130
Tel: (205) 269-7216

ALASKA
Jeanne Jeffers
Certification Analyst
Division of Management, Law
and Finance
State Department of Education
Pouch F, Alaska Office Building
Juneau, AK 99811
Tel: (907) 586-5486

ARIZONA
Carolyn Warner, Superintendent
Department of Education
1535 W. Jefferson
Phoenix, AZ 85007
Tel: (601) 271-4367

ARKANSAS
Austin Z. Hanner, Coordinator
Teacher Education & Certification
Arkansas Department of Education
State Education Building
Little Rock, AR 72201
Tel: (501) 371-1475

CALIFORNIA
Lee Huddy, Manager of Licensing
Commission for Teacher Preparation
and Licensing
1020 O Street
Sacramento, CA 95814
Tel: (916) 445-0228

COLORADO
Mel Spurgin
Division of Teacher Education
and Certification
Colorado Department of Education
State Office Building
Colfax and Sherman
Denver, CO 80203
Tel: (303) 892-3075

CONNECTICUT
Edwin S. Przybylski
Teacher Certification
Box 2219
State Department of Education
Hartford, CT 06115
Tel: (203) 566-2670

DELAWARE
Director, Teacher Education and Professional
Standards
State Department of Public Instruction
Dover, DE 19901
Tel: (302) 678-4686

DISTRICT OF COLUMBIA
Solomon J. Kendrick, Chief Examiner
Public Schools of the District
of Columbia
Office of Division of Personnel
Management Services
415 Twelfth Street, N.W.
Washington, DC 20004
Tel: (202) 629-4940

FLORIDA
John S. Staples
Bureau of Teacher Education
and Certification
State Department of Education
Tallahassee, FL 32304
Tel: (904) 599-5713

GEORGIA
Sidney Neville, Associate Director
Teacher Certification Services
State Department of Education
State Office Building
Atlanta, GA 30334
Tel: (404) 656-2429

HAWAII
James H. Nohara, Personnel Specialist
Personnel Certification
and Development Section
Office of Personnel Services
State of Hawaii
Department of Education
P. O. Box 2360
Honolulu HI 96804
Tel: (808) 548-6384

IDAHO
Director, Certification Division
State Department of Education
Len B. Jordan Office Building
Boise, ID 83720
Tel: (208) 384-3475/76

ILLINOIS
Bob D. Bigham, Supervisor
Certification and Placement Section
State Board of Education
Illinois Office of Education
100 North First Street
Springfield, IL 62777
Tel: (217) 782-3774

INDIANA
Beverly Ehrhardt, Credentials Specialist
Division of Teacher Education
and Certification
Room 231, State House
Indianapolis, IN 46204
Tel: (317) 633-4759

IOWA
Director, Teacher Education
and Certification
Iowa Department of Public Instruction
Des Moines, IA 50319
Tel: (515) 281-3245

KANSAS
Dr Eugene M. Percy
Coordinator of Certification
State Education Building
120 East Tenth Street
Topeka, KS 66612
Tel: (913) 296-2288

KENTUCKY
William C. Sanders, Jr.
Assistant Director
Division of Teacher Education
and Certification
State Department of Education
Frankfort, KY 40601
Tel: (502) 564-4606

LOUISIANA
Dr. Jacqueline C. Lewis, Director
Bureau of Higher Education
and Teacher Certification
Department of Education
P. O. Box 44064
Baton Rouge, LA 70801
Tel: (504) 389-6915

MAINE
J. Wilfried Monri, Certification Officer
Department of Education and Cultural Services
Augusta, ME 04333
Tel: (207) 289-2441

MARYLAND
John C. Metzger, Chief
Certification Branch
Maryland State Department of Education
P. O. Box 8717, BWI Airport
Baltimore, MD 21240
Tel: (301) 796-8300, Ext. 300

MASSACHUSETTS
Dr. James Case, Director
Bureau of Teacher Preparation, Certification
and Placement
Department of Education
31 St. James Avenue
Boston, MA 02116
Tel: (617) 727-5726

MICHIGAN
Thomas J. Schrauben, Coordinator
Teacher Certification
Teacher Preparation and Professional
Development Services
State Department of Education
Lansing, MI 48909
Tel: (519) 373-1924

MINNESOTA
Dr. George B. Droubie, Director
Teacher Licensing and Placement
612 Capitol Square Building
St. Paul, MN 55101
Tel: (612) 221-2046

MISSISSIPPI
Douglas Manton, Supervisor
Teacher Certification
State Department of Education
P. O. Box 771
Jackson, MS 39205
Tel: (601) 354-6869/70

MISSOURI
R. Wilson
Teacher Education and Certification
State of Missouri
Department of Elementary
and Secondary Education
P. O. Box 480
Jefferson City, MO 65102
Tel: (314) 635-8125

MONTANA
Dr. John Voorhis, Manager
Teacher Education and Certification
Office of Public Instruction
Helena, MT 59601
Tel: (406) 449-3150

NEBRASKA
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Teacher Certification
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Department of Education
233 South 10th Street
Lincoln, NE 68509
Tel: (402) 471-2496

NEVADA
Associate Superintendent
Division of Operations
Nevada Department of Education
Carson City, NV 89701
Tel: (702) 882-7324

NEW HAMPSHIRE
Hill Gordon
Office of Teacher Education
and Professional Standards
State Department of Education
State House Annex - 410
Concord, NH 03301
Tel: (603) 271-2407

NEW JERSEY
Dr. Richard W. Brown, Associate
Director
Bureau of Teacher Education
and Academic Credentials
State of New Jersey Department
of Education
P. O. Box 3181
Trenton, NJ 08919
Tel: (609) 292-4477

NEW MEXICO
Jim Pierce, Director
Teacher Education & Certification
State Department of Education
Education Building
Santa Fe, NM 87503
Tel: (505) 827-2892

NEW YORK
Vincent C. Gazzetta, Director
Division of Teacher Education
and Certification
New York State Education Department
Cultural Education Center
Albany, NY 12230
Tel: (518) 474-6640

NORTH CAROLINA
J. Arthur Taylor, Director
Division of Standards and Certification
State Department of Public Instruction
Raleigh, NC 27602
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Director of Certification
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Bismarck, ND 58505
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SOUTH DAKOTA
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Division of Elementary
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State Capitol
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TENNESSEE
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125 Cordell Hull Building
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TEXAS
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Texas Education Agency
201 East Eleventh Street
Austin, TX 78701
Tel: (512) 475-2721

UTAH
Vere A. McHenry, Administrator
Utah State Board of Education
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136 East South Temple
Salt Lake City, UT 84111
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VERMONT
Certification Officer
Teacher and Continuing Education
Department of Education
Montpelier, VT 05602
Tel: (802) 828-3131

VIRGINIA
Frances H. Gee
Supervisor of Teacher Certification
State Department of Education
P. O. Box 6Q
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Tel: (703) 770-2628

WASHINGTON
Donald Hair, Director
Certification/Licensing
Old Capitol Building
Olympia, WA 98501
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WEST VIRGINIA
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Coordinator for Certification
Building #6, Room B309
1900 Washington Street, East
Charleston, WV 25305
Tel: (304) 348-2696

WISCONSIN
John P. Lawrence, Program Administrator
Wisconsin Department of Public Instruction
127 Langdon Street
Madison, WI 53702
Tel: (608) 266-7378

WYOMING
Director
Licensing and Certification Services Unit
State Department of Education
Hathaway Building
Cheyenne, WY 82001
Tel: (307) 777-7291

QUESTIONNAIRE SAMPLES — Original Inquiry - 1970

Dear Sir:

Our placement service has been experiencing an increase in the number of inquiries concerning opportunities beyond the limitations of the State of Massachusetts. An attempt is made to keep abreast of the changes in certification and related requirements, but with the current rapidity of these changes, we never quite catch up. We are, with the following request, attempting to provide up-to-date information for our certified teachers concerning reciprocity practices throughout the nation. Would you please respond to the following questions and/or statements and return to the sender. Thank you for your cooperation.

N.B. Reciprocity here refers to state (license to teach) certification.

1. I wish a copy of the results of this survey upon its completion.
2. If No. 1 is "yes" to be sent to.
3. We have no reciprocity with other states.
4. We enclose a published list of the states whose teacher certification we recognize (and thus issue our own certification upon receipt of documents of verification).
5. We have limited reciprocity. It applies only to:

| | | | | | |
|---|---|---|---|---|---|
| Elementary | Yes | No | Administration | Yes | No |
| Secondary | Yes | No | Other (specify) | Yes | No |
| Specialist | Yes | No | | | |

6. Our department does not offer a printed list, but we do at present have state certification reciprocity with.

| | | |
|---|---|---|
| Alabama | Louisiana | Ohio |
| Alaska | Maine | Oklahoma |
| Arizona | Maryland | Oregon |
| Arkansas | Massachusetts | Pennsylvania |
| California | Michigan | Puerto Rico |
| Colorado | Minnesota | Rhode Island |
| Connecticut | Mississippi | South Carolina |
| Delaware | Missouri | South Dakota |
| District of Columbia | Montana | Tennessee |
| Florida | Nebraska | Texas |
| Georgia | Nevada | Utah |
| Hawaii | New Hampshire | Vermont |
| Idaho | New Jersey | Virginia |
| Illinois | New Mexico | Washington |
| Indiana | New York | West Virginia |
| Iowa | North Carolina | Wisconsin |
| Kansas | North Dakota | Wyoming |
| Kentucky | | |

7. Our state does not have reciprocity with states based on state certificates, but we do recognize individual institutions and their programs if they belong to NCATE.
8. The foregoing does not apply:
   a. our State Bureau of Education does not issue certificates as institutions with approved teacher-training programs assume the responsibility.
   b. other reasons:

SECOND SURVEY - 1973

IN ADDITION TO REVIEWING THE ENCLOSED MATERIAL CONCERNING YOUR STATE, PLEASE COMPLETE AND RETURN THIS FORM, PROVIDING THE INFORMATION REQUESTED.

DO YOU GRANT CERTIFICATION RECIPROCITY BASED ON THE FOLLOWING (CHECK ANY/ALL WHICH CURRENTLY APPLY--IF ANY TERMINAL DATES ARE CURRENTLY KNOWN WHICH IN THE FUTURE WILL EXCLUDE SPECIFIC RECIPROCITY, PLEASE SO INDICATE):

NCATE (NATIONAL COUNCIL OF ACCREDITATION OF TEACHER EDUCATION)

INTERSTATE CERTIFICATION PROJECT

NORTHEASTERN STATES' RECIPROCITY COMPACT (11 STATES)

OTHER--PLEASE SPECIFY_____

NAME, TITLE, AND ADDRESS OF PERSON RESPONDING TO THIS LETTER:

PLEASE ALSO INDICATE THE NAME, CORRECT TITLE, AND ADDRESS FOR THE CURRENT "DIRECTOR" OF THE "DEPARTMENT" RESPONSIBLE FOR CERTIFICATION IF DIFFERENT THAN ABOVE:

THIRD SURVEY - 1976

PLACEMENT SERVICE

# The Commonwealth of Massachusetts

## University of Massachusetts

## Amherst 01002

September 22, 1976

Enclosed please find a copy of the booklet, "State Teacher Certification Reciprocity Policies in the United States."

We are in the process of compiling information for an updating of this publication. It is therefore requested that you review the enclosed material, making any necessary corrections, suggestions, deletions, or alterations, as they pertain to the information on your state of particular, but we also will be most receptive to your comments in general.

Information provided during the last update survey indicated that some states are discontinuing the honoring of some previously approved approaches to certification in lieu of the acceptance of another (e.g., dropping the recognition of NCATE programs when entering the I.C.P.). Therefore, it would also be helpful if in addition to the current status, you would share "reciprocity/certification" decisions which are in motion that will take effect in the somewhat near future.

Because of the past demand for this publication, the Association for School, College, and University Staffing (ASCUS), will be distributing the current revision to its national membership and making it available to others who have a need for the information.

Your cooperation in making such information available to the profession is very much appreciated. When the new booklet is printed, a copy will be forwarded to you.

Sincerely yours,

Robert C. White, Ed.D.
Educational Placement Director

RCW:jp
Enclosure

FOURTH SURVEY - 1979


The Commonwealth of Massachusetts

University of Massachusetts

Amherst 01002

PLACEMENT SERVICE


April 5, 1979

The Publication, State Teacher Certification Reciprocity Policies in the United States, originated with a survey in 1969 which resulted in the first printing in 1970. Requests for its availability have continued over the years causing additional update surveys to be conducted and numerous subsequent printings.

Your office has been one of those cooperating in the surveys and thus a contributor to making such a document available to the profession. A tenth anniversary edition is now being prepared, and I am again soliciting your cooperation in making the necessary information available, as it pertains to your state, for this current revision.

Enclosed is a copy of the statement previously submitted by your state covering policies on reciprocity. Would you please review it, and respond indicating any changes, or if none, so stating? As previously, you are encouraged to offer additional comments relative to approved programs and certification requirements as well as on reciprocity.

A number of states are in the process of considering extensive changes in certification requirements, and The Commonwealth of Massachusetts is one of them. After September, 1980, the I.C.C. approved program model will be the norm. For more information, contact Dr. James Case, Director, Bureau of Teacher Certification & Placement, 31 St. James Ave., Boston, Mass. 02116.

The directory will be published by the Association for School, College, and University Staffing (ASCUS) and distributed to its membership as well as made available to others who have a need for the information including a variety of library systems.

Thank you for your continued interest and supportive cooperation.

Sincerely yours,

Robert C. White, Ed.D.
Director of Educational Placement

RCW/jp

## AN APPLAUSE FOR THE PRESENT

In the 1970 edition of this guidebook, a proposal was made by the author which solicited endorsement and support for the Interstate Certification Compact. At this time, three-fifths of the states enjoy reciprocity under the Compact, which is the only such agreement designed on a legal base. Great progress has been made in a much needed area and those responsible for its creation and development are to be commended.

## TASKS FOR THE FUTURE

To provide equitable opportunities for geographic, lateral and upward mobility, certain barriers must be overcome.

There is a need for a universal retirement plan option available to individuals at the time that they find it necessary or desirable to leave their original state of employment.

At the same time, candidates must learn to identify the specific skills which they have acquired during their college and developmental experiences - especially those derived from their preparation in the field of education. They then must learn to communicate those identified in the most effective manner possible. In addition, candidates must be able to recognize the relationship between the skills identified and alternative settings for their effective utilization/application.

Supply and demand information remains to be less than adequate for advising purposes. A comprehensive national system is needed so that students are not misinformed during their college decision-making years and we again experience a shortage of teachers as is already the case in some disciplines in a number of geographic areas.

Those having research information on the above topics, thoughts for resolutions, or recommendations, are invited to share them with the undernamed who will build a working file as a resource for those individuals and professional organizations attempting to address the expressed systemic deficiencies.

Robert C. White, Ed.D.
Assistant Director
University Placement Service
Hampshire House
University of Massachusetts
Amherst, MA 01003
(413) 545-2224